

UNITED STATES OF AMERICA  
BEFORE THE  
BOARD OF GOVERNORS OF THE FEDERAL RESERVE SYSTEM  
WASHINGTON, D.C.

Written Agreement by and between

OUTSOURCE HOLDINGS, INC.  
Lubbock, Texas

and

FEDERAL RESERVE BANK OF  
DALLAS  
Dallas, Texas

Docket No. 11-021-WA/RB-HC

WHEREAS, Outsource Holdings, Inc., Lubbock, Texas (“OHI”), a registered bank holding company, owns and controls Jefferson Bank, Dallas, Texas (the “Bank”), a state nonmember bank, and various nonbank subsidiaries;

WHEREAS, it is the common goal of OHI and the Federal Reserve Bank of Dallas (the “Reserve Bank”) to maintain the financial soundness of OHI so that OHI may serve as a source of strength to the Bank;

WHEREAS, OHI and the Reserve Bank have mutually agreed to enter into this Written Agreement (the “Agreement”); and

WHEREAS, on February 24, 2011, the board of directors of OHI, at a duly constituted meeting, adopted a resolution authorizing and directing Barry Orr to enter into this Agreement on behalf of OHI, and consenting to compliance with each and every provision of this Agreement by OHI and its institution-affiliated parties, as defined in

sections 3(u) and 8(b)(3) of the Federal Deposit Insurance Act, as amended (the “FDI Act”) (12 U.S.C. §§ 1813(u) and 1818(b)(3)).

NOW, THEREFORE, OHI and the Reserve Bank agree as follows:

### **Source of Strength**

1. The board of directors of OHI shall take appropriate steps to fully utilize OHI’s financial and managerial resources, pursuant to section 225.4 (a) of Regulation Y of the Board of Governors of the Federal Reserve System (the “Board of Governors”) (12 C.F.R. § 225.4(a)), including, but not limited to, taking steps to ensure that the Bank complies with the Consent Order entered into with the Federal Deposit Insurance Corporations and the State of Texas Department of Banking on October 27, 2009, and any other supervisory action taken by the Bank’s federal or state regulator.

### **Dividends and Distributions**

2. (a) OHI shall not declare or pay any dividends without the prior written approval of the Reserve Bank and the Director of the Division of Banking Supervision and Regulation of the Board of Governors (the “Director”).

(b) OHI shall not directly or indirectly take dividends or any other form of payment representing a reduction in capital from the Bank without the prior written approval of the Reserve Bank.

(c) OHI and its nonbank subsidiaries shall not make any distributions of interest, principal, or other sums on subordinated debentures or trust preferred securities without the prior written approval of the Reserve Bank and the Director.

(d) All requests for prior approval shall be received by the Reserve Bank at least 30 days prior to the proposed dividend declaration date, proposed distribution on

subordinated debentures, and required notice of deferral on trust preferred securities. All requests shall contain, at a minimum, current and projected information on OHI's capital, earnings, and cash flow; the Bank's capital, asset quality, earnings, and allowance for loan and lease losses; and identification of the sources of funds for the proposed payment or distribution. For requests to declare or pay dividends, OHI must also demonstrate that the requested declaration or payment of dividends is consistent with the Board of Governors' Policy Statement on the Payment of Cash Dividends by State Member Banks and Bank Holding Companies, dated November 14, 1985 (Federal Reserve Regulatory Service, 4-877 at page 4-323).

(e) OHI shall not make any payment of interest, principal, or other sums on debt owed to insiders without the prior written approval of the Reserve Bank and the Director. For the purposes of the Agreement, "insider" shall include any of OHI's current or former executive officers, directors, shareholders, members of their immediate families, related interests thereof, or persons acting on their behalf. For purposes of this Agreement, "immediate family" shall be defined as set forth in section 225.41(b)(3) of Regulation Y of the Board of Governors (12 C.F.R. § 225.41(b)(3)).

### **Debt and Stock Redemption**

3. (a) OHI and any nonbank subsidiary shall not, directly or indirectly, incur, increase, or guarantee any debt without the prior written approval of the Reserve Bank. All requests for prior written approval shall contain, but not be limited to, a statement regarding the purpose of the debt, the terms of the debt, and the planned source(s) for debt repayment, and an analysis of the cash flow resources available to meet such debt repayment.

(b) OHI shall not, directly or indirectly, purchase or redeem any shares of its stock without the prior written approval of the Reserve Bank.

## **Compliance with Laws and Regulations**

4. (a) In appointing any new director or senior executive officer, or changing the responsibilities of any senior executive officer so that the officer would assume a different senior executive officer position, OHI shall comply with the notice provisions of section 32 of the FDI Act (12 U.S.C. § 1831i) and Subpart H of Regulation Y of the Board of Governors (12 C.F.R. §§ 225.71 *et seq.*).

(b) OHI shall comply with the restrictions on indemnification and severance payments of section 18(k) of the FDI Act (12 U.S.C. § 1828(k)) and Part 359 of the Federal Deposit Insurance Corporation's regulations (12 C.F.R. Part 359).

## **Progress Reports**

5. Within 30 days after the end of each calendar quarter following the date of this Agreement, the board of directors shall submit to the Reserve Bank written progress reports detailing the form and manner of all actions taken to secure compliance with the provisions of this Agreement and the results thereof, and a parent company only balance sheet, income statement, and, as applicable, report of changes in stockholders' equity.

## **Communications**

6. All communications regarding this Agreement shall be sent to:

- (a) Mr. Roy O. Weese  
Enforcement Examiner  
Federal Reserve Bank of Dallas  
P.O. Box 655906  
Dallas, Texas 75201
- (b) Mr. Barry Orr  
Chairman and Chief Executive Officer  
Outsource Holdings, Inc.  
7806 Indiana Avenue  
Lubbock, Texas 79423

## Miscellaneous

7. Notwithstanding any provision of this Agreement, the Reserve Bank may, in its sole discretion, grant written extensions of time to OHI to comply with any provision of this Agreement.

8. The provisions of this Agreement shall be binding upon OHI and its institution-affiliated parties, in their capacities as such, and their successors and assigns.

9. Each provision of this Agreement shall remain effective and enforceable until stayed, modified, terminated, or suspended in writing by the Reserve Bank.

10. The provisions of this Agreement shall not bar, estop, or otherwise prevent the Board of Governors, the Reserve Bank, or any other federal or state agency from taking any other action affecting OHI, the Bank, or any of their current or former institution-affiliated parties and their successors and assigns.

11. Pursuant to section 50 of the FDI Act (12 U.S.C. § 1831aa), this Agreement is enforceable by the Board of Governors under section 8 of the FDI Act (12 U.S.C. § 1818).

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the 24<sup>th</sup> day of February, 2011.

OUTSOURCE HOLDINGS, INC.

FEDERAL RESERVE BANK  
OF DALLAS

By: /s/ Barry Orr  
Barry Orr  
Chairman and Chief Executive Officer

By: /s/ Earl Anderson  
Earl Anderson  
Vice President